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Minutes of the

Meeting of the Executive Committee

of the

World Council of Churches

18 - 19 January 1994

Meeting held at the

Eskom Centre, near Johannesburg, South Africa

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WORLD COUNCIL OF CHURCHES

EXECUTIVE COMMITTEE MEETING

held at the Eskom Centre, near Johannesburg, South Africa
18-19 January 1994

1. OPENING ACTIONS

A. Worship was led by Fr Ion Bria, and meditations were given by Bishop Boseto and Metropolitan Daniel.

B. Call to Order and Welcome

The Moderator, Archbishop Keshishian, called the meeting to order at 9 a.m. on Tuesday 18 January 1994.

After welcoming members of the Committee and staff, the Moderator pointed to the significance of this first occasion when a governing body of the WCC was able to meet in South Africa. The Council's presence would have a strong impact on the churches and people of South Africa as they embark together on a process of national reconciliation and democratisation.

The main focus of the agenda was the first stage of the preparatory process for the Eighth Assembly in order to bring specific recommendations to the Central Committee for decision.

C. Roll Call

The General Secretary called the roll of those present, indicating apologies for absence from Prof. Dr Anne-Marie Aagaard, Metropolitan Kirill of Smolensk and Rev. Sela Taufatofua-Manu.

D. Minutes of previous Meeting

The minutes of the meeting held in Sigtuna, Sweden, 14-20 September 1993, were **approved** as circulated.

E. Adoption of Agenda and Timetable

The General Secretary proposed that, in view of the short time available for this meeting, programme matters should go straight to the Programme Sub-committee for consideration instead of being looked at beforehand in plenary. With this understanding, the agenda was **adopted**.

2. MODERATOR'S REPORT TO THE CENTRAL COMMITTEE

The Moderator gave an outline of his report to Central Committee: the first section described the work of the Executive Committee at its two meetings in 1993, while the second section took up the theme of Economy and Ecology, indicating some of the ecumenical implications raised by these issues.

Patriarch Parthenios was concerned about the rather technical nature of the second part of the report; he feared it was too difficult for many of those in the churches to follow and would have preferred a simpler approach.

Dr Kässmann was grateful for the holistic approach to an ethical issue and saw it as a challenge for members of Central Committee. Bishop Zacharias felt that in view of the widening ecumenical dimension, there was a rationale for us to deal with these issues.

Dr Nababan suggested that the Programme Sub-committee look further at the role of the Moderator's and General Secretary's reports. It might be helpful for the Executive to receive a draft earlier on in order to give opportunity for suggestions and comments.

At a later session, Ms Ritchie spoke on behalf of the Programme Sub-committee which, after giving careful consideration to the report, recommended that:

> *in order to facilitate a more intensive participation of the Executive Committee in determining the content of the Moderator's report to the Central Committee, a proposed outline generated by the Moderator be shared with the Executive Committee in its meeting prior to that which precedes the Central Committee for which the report is being written.*

The Executive Committee **noted** this recommendation.

3. REPORT OF THE GENERAL SECRETARY

Dr Raiser reported on programmatic activities in the period since the last meeting in September 1993, detailed written reports having been circulated in advance. Three of the four Unit Commissions had met, resulting in a further clarification of priorities and consolidation of internal distribution of responsibilities among working groups and staff. A number of visits had taken place, with teams going to Sudan, and to Aboriginal Communities in Australia, as well as a team visit to China in the framework of the Ecumenical Decade.

The General Secretary had continued his series of visits to member churches, including Russia and Belorus, Greece, France, the USA and Rwanda. He had also made the first visit of a WCC General Secretary to the Swiss Authorities in Bern, together with the two Swiss members of Central Committee. The WCC had received visits from the Archbishop of Sweden, and from the President and General Secretary of the Baptist Union of Great Britain.

A first meeting had taken place between the Officers and senior staff of the PCPCU; this was characterised by an openness and confidence among participants on both sides, making it a helpful encounter.

Dr Raiser went on to refer to some of the items on the agenda of this present meeting of the Executive Committee, mainly related to preparing recommendations regarding the Eighth Assembly for decision by Central Committee. He drew attention to a number of documents and expressed appreciation for the work done by staff in the short period available.

Further follow-up work had been done in relation to the Africa Minute (Executive Minutes of March 1993, p.43-44), including a consultation in Windhoek in December 1993, and discussions between the AACC and WCC General Secretaries about the implementation of the proposals.

A review of the new structure was foreseen and Dr Raiser felt it would soon be time to initiate this in order to bring the results to Central Committee in 1995. The Officers were proposing that the process begin with a preparatory assessment among staff; an inventory of issues that need to be addressed would then be prepared and brought to the next meeting of the Executive in September 1994.

With regret, Dr Raiser reported that Dr Walter Arnold had decided to resign from membership of Central Committee due to his serious illness. A message of sympathy and greeting would be sent to him.

Bishop Boseto mentioned the Team Visit to Aboriginal Communities in Australia, intended as a pastoral visit but, with its emphasis on the land rights issue, also had political implications. The written report was being shared with Central Committee and would be given special attention by the Committees on Units III and IV.

4. VISIT OF REV. FRANK CHIKANE

At a special session of the Executive Committee on 18 January, the Moderator welcomed Rev. Frank Chikane, General Secretary of the South African Council of Churches (SACC). At this crucial juncture in the history of South Africa as the people embark on a process of democratisation, the churches of South Africa were called to play a significant role, and it was gratifying that Mr Chikane had been appointed a member of the Independent Electoral Commission (IEC) - the body responsible for supervising the elections.

Addressing the Executive Committee, Mr Chikane began by welcoming members to South Africa in the name of the churches and of the people of South Africa. He regretted that due to his present assignment he would not be able to attend the Executive and Central Committees as much as he would have wished, nevertheless he would be present whenever possible. The SACC had released him from his functions as General Secretary until his task as an IEC Commissioner was completed.

Mr Chikane explained that, since the government was not impartial enough to handle elections, they had created an Independent Electoral Commission consisting of eleven persons perceived to be independent. The IEC's task was to establish procedures and run the elections independently of the parties involved, working with a staff of some 250 persons. One of the key functions was to create a climate conducive to free and fair elections.

The South African people were excited about the elections and determined to participate, but there were also many fears - fear among whites because of the unknown, fear among blacks because of the continuing violence, and fear among all the people because of threats of further violence and war. And new fears were emerging about what would happen after the elections: would it be possible to change the conditions of life of the people, or would things simply get worse? The churches have an important role to play, but they are also affected by the transition process. Mr Chikane asked for the prayers and support of members of the Executive Committee and of churches all over the world during this time of change in South Africa.

Dr Raiser expressed gratitude to Mr Chikane and SACC colleagues for their courage in inviting the WCC to come to South Africa at a time when no one could know whether it would be possible to hold such a meeting. Although some doubted the wisdom of accepting, the SACC and the churches of South Africa had remained confident that it would be possible, and the WCC was grateful for this opportunity to share a little in the unique process taking place in South Africa.

The WCC was proud that Frank Chikane had been appointed as one of the eleven members of the IEC - the only one with a church background. Through this appointment, the leadership being given by the SACC to the struggle for a new South Africa was recognised. Dr Raiser said the WCC had confidence that Frank Chikane and his colleagues would be able to provide for the kind of elections that the people of South Africa were hoping for and which the country needed.

The eyes of the world were on South Africa and many hopes were invested in this process of transition towards the development of a new sense of democratic practice building on the understanding of a consensual community. Dr Raiser expressed the hope that the SACC would be able to maintain its prophetic voice, perhaps even more needed after the elections, to give a voice to those who may again feel excluded from the society they hoped would be a fully participatory one.

The WCC would look forward to resuming close contacts with Frank Chikane once his task with the IEC was completed. Dr Raiser concluded by assuring him of the prayers of the ecumenical community that the process may be brought to its conclusion, inaugurating a period of new political and social culture in South Africa.

5. PUBLIC ISSUES

Mr Epps referred to the decision in Sigtuna to focus on South Africa and on Africa as a whole. Central Committee had last met in Africa in 1971 - in Addis Ababa - and the Fifth Assembly was held in Nairobi in 1975. On neither occasion was there any concentration on African concerns, so at this turning point in the life of this largely forgotten continent it was appropriate to focus attention on African issues. A statement on Climate Change was also being proposed.

In response to a question about the implemention of the Africa Minute (Executive Committee, March 1993, p.43), Dr Raiser said the WCC could not launch such a programme without the agreement of the regional body. Some discussions had taken place and further opportunity to work out a division of labour with persons

concerned would be provided during this meeting. He hoped this would pave the way to dealing with the programmatic implications of the Minute.

Regarding the background paper *Contemporary Challenges to Africa*, Dr Raiser explained that it was not intended as a public statement, but rather as a paper that Central Committee may wish to receive and commend to the churches. A separate statement on South Africa might however be envisaged.

Mr Epps outlined the background paper and indicated other actions related to Africa that would go through the Unit III Committee, particularly related to South Africa and the question of sanctions.

Members of the Executive were requested to study the material regarding Public Issues, which would be submitted to Central Committee.

6. REPORT OF THE FINANCE SUB-COMMITTEE

Dr Nababan, presiding, invited Ms Birgitta Rantakari to introduce the report:

1. Ms Rantakari reported that, since the last meeting in September 1993, the new style budget for 1994 had been prepared, the Staff Financial Consultation had taken place, and the MICAH project was advancing satisfactorily.

2. Preliminary report on 1993 accounts

It was too early to give a definitive report, but the position at the end of November indicated that expenditure of all Units had been within budget and income was on target. A positive result for the year could thus be anticipated. The Swiss Franc investment portfolios had produced an overall performance (interest plus capital appreciation) of 23% (allowing a proposed distribution of 15% on Swiss Francs and 10% on US dollars to Units with Funds - against a budget of 6%). Substantial gains had also been made on forward currency transactions.

3. The MICAH project

Good progress had been made on the introduction of the new Swedish *Scala* computer accounting programme, selected as part of the MICAH project in September 1993. This became operational at the beginning of 1994. The Auditors, KPMG, were monitoring the process and were satisfied with the accounting and security of the system.

4. New style 1994 budget

Since the last meeting a new style budget for 1994 had been produced, based on the new accounting practices approved by the Executive Committee in March 1993. It was pointed out that this budget was based on the operating budget for 1994 approved at Sigtuna, but adjusted for the new accounting system, the proposed new cost re-distribution formula and the latest information. It was not presented for approval but to illustrate the whole financial situation of the Council under the new accounting policies. It was noted that, out of a total budget expenditure of SFr 137m, Unit programmatic activities represent SFr 95m, much of which had previously been "hidden" in the former *Project and Trust Funds*, which were not included in the Operational Budget. The Sub-committee welcomed this new presentation.

5. Shared/re-distributed costs

As requested at the last meeting the staff had held a Finance Consultation in November 1993. A major agenda item had been a review of "shared costs", a matter which had been causing problems internally and with donors for some years. The following proposals were submitted to the Sub-committee:

A. There are three kinds of basic, non-programme costs for the Council:

i The management of the organisation - the General Secretariat, the Governing Bodies (including Conference Office and Assembly Reserve);
ii The infrastructure costs, shared by all within the House (Central Services, Personnel, Finance, Computers and Income Development);
iii The services the organisation is required to provide to its constituency (publications, the Ecumenical Library, Language Service).

B. For Units and donors to perceive the system as fair, there has to be real control on the nature and level of provision on these various costs in the light of limited resources. This was identified as one of the major problems in the current "re-distribution" system. The SEG was asked to undertake a review of certain of these costs during the next year and has agreed to do so if, in the light of further discussion, this is considered necessary.

C. Consideration was given as to how these basic costs of the Council should be paid for, recognising that undesignated income (UDI) is insufficient to cover all such costs and also to pay for programmatic work, particularly in Unit I, for which designated income is difficult to find. **As a principle it was agreed that the management and infrastructure costs can properly be re-**

distributed, providing they are carefully monitored and controlled by a body including representatives of those contributing to the costs.

D. The current basis for re-distribution was seen to be too complicated and not altogether fair, taking no account of a Unit's resources. On the other hand it was felt that it would be unfair to move to a method based on financial "turnover"; an arbitary method would also be unacceptable. A simple, fixed basis, which did not vary once agreed and which was completely transparent would be preferable. On the principles laid down in paragraph C. above, it was felt that the following would be a fair basis:

Proposed new Basis for Re-distribution: The management and infrastructure costs should be shared between the four Units and the Offices of Relationships and Communications (treated together as a fifth unit) on the basis of four dividers:

i Based on full time equivalents (FTEs) budgeted for in the budget year (even if not in place) - the costs of Personnel and Salaries, the Library and CIS (Computer Information Services);

ii Based on the number of offices in use on January 1 in the budget year (even if not in use, but allocated to the Unit) - Central Services;

iii Based on "turnover" (i.e. total expenses budget for the year) - Finance and OICD;

iv Based on equal division between the four programme Units (i.e. not including the Offices) - General Secretariat (core) and Governing Bodies (including Conference Office and Assembly Reserve).

Note 1. The cost of the Offices of Relationships and Communications and the shortfall on Unit I would be charged to UDI.
Note 2. Unless and until different arrangements were made, charges to other organisations in the House would be on the current (1993) basis agreed with the House Committee.
Note 3. There would be no charging of shared costs to those offices and sections which were being re-distributed.
Note 4. A policy should be developed (with the House Committee where appropriate) for cases where redistribution results in a sector ending the year with a surplus - should it be retained as a balance or returned to Units - what about a genuine deficit?

Subsequently it was found that the proposed basis would in fact slightly increase the overall budget deficit for 1994. The Units did not wish to depart from their proposal (above), since they believe it to be fair and workable in

the long term. **Units II, III and IV had therefore agreed to contribute from their Unit funds up to SFr 300,000 each towards any shortfall in UDI in 1994.** They would consider continuing such an arrangement in subsequent years on a reducing scale in the hope that UDI would increase and that the dependent sectors would also be able to generate their own funding to relieve the shortfall.

The Sub-committee welcomed these proposals and the process which had indicated that the Units had come to a common mind and were prepared to take their fair share in the Council's costs. It was reported that further consultations were taking place in the SEG, addressing some of the issues raised in paragraph B. above and that developments would be reported in due course.

The Sub-committee **recommended**, and the Executive Committee **agreed**:

- that, from 1 January 1994, re-distribution of management and infrastructure costs be on the basis set out in paragraph D. above, on the understanding that Units II, III and IV each contribute from their Unit funds up to SFr 300,000 towards any shortfall in UDI in 1994;

- that the staff review the operation of the new basis for re-distribution in the light of experience and report to the Executive Committee at its first meeting in 1995.

6. OICD report

Günter Rath, Director of OICD, presented his report to the Sub-committee; this would also be shared with the Finance Committee of Central Committee. Following the discussion on developments in **N.E. Asia** at the last meeting of the Executive, it was reported that Wesley Ariarajah and Michael Davies met with Oh Jae Shik and representatives of CCA in Hong Kong in November. Negotiations were proceeding and a report would be made to a future meeting.

In connection with the document "Providing the Resources" approved by Central Committee in 1992, a need had been identified for a small advisory group comprising representatives of donors and advisers from the South. The Sub-committee welcomed this proposal, but felt that an ad hoc meeting should be held within the next eighteen months to see if such a group would be useful in the longer term.

The Sub-committee **recommended** and the Executive Committee **agreed**:

that the Director of OICD and the Assistant General Secretary be authorised to call a small Consultation on Income Development and Finance, comprising representatives from donor churches and agencies with advisers from Africa, Asia and Latin America.

7. Special Funding

The Sub-committee received a report on Special Funding, noting that the Faith and Order Conference and EGGYS hope to have balanced their budgets. The Mid-Decade process was not yet fully funded and it was hoped that further contributions would follow from the Central Committee meeting.

A request for funding for the Eighth Assembly needs to be made as soon as the venue, size and style have been determined and a budget drawn up.

Some concern was expressed about the possibility of other special funding requests at a time when many of donors are hard pressed. It was suggested that such conferences and activities might be a proper call on the Unit Operating Balance under the guidelines agreed at Sigtuna, rather than making a general call on the churches.

8. Audit Committee

The Audit Committee and the auditors themselves were still recommending that an internal auditor be appointed once the MICAH project was completed. They have offered to meet staff representatives to explain the concept.

The Sub-committee **recommended** and the Executive Committee **agreed**:

that the staff consider the proposals of the Audit Committee and auditors for the appointment of an internal auditor and report with recommendations to the next meeting of the Executive Committee.

9. Auditors' Consultation

As a result of a consultation between representatives of the Church of Sweden and their auditors and the Council's finance staff and the WCC's auditors, KPMG, it had been suggested that the Council take the initiative to call a small consultation for the auditors of selected donor agencies and KPMG to consider matters relating to the audit of contributions channelled through the WCC. The Sub-committee welcomed this suggestion, but asked that those representing recipients should also be involved.

On the recommendation of the Sub-committee, the Executive Committee **agreed**:

that a small consultation (maximum 12 persons) for those concerned with auditing matters, including representatives of beneficiaries, be initiated by the Council.

10. Investment Advisory Group

The Sub-committee noted the excellent performance of the investment portfolios and asked the Comptroller and AGS to follow up the Lombard Odier US dollar portfolio which had not performed as well as the others. The Sub-committee noted that UBS, one of the best performing Swiss banks, could be invited to handle some of the Council's banking business again as soon as the Central Committee decided to relax its policy on South African sanctions.

11. Property matters

The Sub-committee received a report on satisfactory progress with regard to repairs and renovations at the Ecumenical Centre and Bossey, the new apartment block for staff in Geneva and the land exchange project in Grand-Saconnex.

12. Retirement Fund

A report was received on the Retirement Fund. The Executive Committee **agreed** to recommend that the Central Committee appoint the following as its representatives to serve on the Retirement Fund Board for the next three years: Prof. Anne-Marie Aagaard, Mr John Briggs, Ms Birgitta Rantakari and Ms Adrienne Reber (pensioners' representative).

13. Funding for Faith and Order

The Sub-committee noted the request of the Faith and Order Standing Commission that any balance on the Santiago World Conference Fund be allocated to the costs of the next meeting of the Plenary Commission. It suggested that this, together with a request that the interest on the World Conference Fund and an annual budget sum for such purposes also be made available, be referred to the Unit I Commission, since any such allocations would affect the Unit budget which is dependent on UDI. The Sub-committee asked what mechanism was employed to prioritise claims on UDI when there is insufficient UDI to meet all requests. Staff were asked to consider this matter and report to the next meeting.

Ms Rantakari was grateful for the substantial progress made in improving the Council's financial situation, and expressed the hope that, within the guidelines and controls established, the present level of staffing and programmatic activity could be adhered to in the period up to the Eighth Assembly.

7. REPORT OF THE PROGRAMME SUB-COMMITTEE

Dr Nababan invited Rev. Nélida Ritchie to present the report.

A. Matters related to the Eighth Assembly

A series of preparatory documents had been provided by staff at the request of the Executive Committee on the various aspects of the Assembly requiring consideration and action by the Central Committee at its forthcoming meeting. A composite document for Central Committee would have to be prepared incorporating the Executive's recommendations. In order to facilitate this process, for which little time was available, it was agreed that Ms Ritchie, together with Dr Kässmann, Bishop Zacharias and Dr Ariarajah be delegated to work on this. The papers on the Theme (see 1. below) and on the proposed Site (see 3. below) would remain as separate documents for the Central Committee.

Ms Ritchie reported as follows:

1. *Assembly Theme*

The Programme Sub-committee, after considering a paper prepared by staff on "Biblical and Theological Dimensions of Jubilee", welcomed and commended the work done on the Jubilee theme. It made the following comments:

- since the paper does not communicate the enthusiasm and hope of the Jubilee theme in an adequate manner, ways should be found to communicate this to the Central Committee;
- the Central Committee must be made aware most explicitly that the Jubilee theme calls for a year-long study and reflection in the churches.

The Sub-committee **recommended**, and the Executive Committee **agreed**:

that the document "Biblical and Theological Dimensions of Jubilee" be shared with Central Committee for its discussion on the theme for the Eighth Assembly.

Ms Ritchie further reported that, after careful consideration of the proposals offered by staff for the possible wording of a theme, and after further discussion within the group, the Sub-committee **recommended** the following formulations for consideration by the Executive Committee:

a) *"Now is the Time: Repent and Rejoice"*
b) *"God's Justice in a Broken World"*

A number of points were made in discussion:
- the overall framework of Jubilee was generally acceptable, although some felt more clarity was needed about the wider implications;
- any formulation of words must be easily translatable into other languages;
- clearly it is not possible to include all we want to say within one phrase; some of the emerging foci would have to be incorporated in the sub-themes.

The Executive Committee **decided** to present one formulation to the Central Committee, and selected a) above: *"Now is the Time: Repent and Rejoice"*.

2. *Election Process at the Eighth Assembly*

A staff team had reviewed the assembly election process used in the past, trying to seek ways to make it more participatory and transparent by designing a less complicated procedure. The need to respect the requirement for a balanced Central Committee in terms of representation of confessions, regions, gender, age, and lay persons had been kept in mind throughout.

The team first looked at the existing process to see how it could be refined to make it less painful and time-consuming; secondly it attempted to design a region-based process that might be put into effect at the Eighth Assembly.

Ms Ritchie reported that the Sub-committee had studied the two proposals set out by the staff team. Regarding the existing process, it welcomed the improvements suggested but felt more emphasis should be placed on the need for full consultation with the regional groups at the assembly.

After considering the possible changes suggested in the present procedures, and on the recommendation of the Sub-committee, the Executive Committee **decided** to propose the suggested alternative process to the Central Committee for adoption. It therefore *recommended* further consideration of a number of points aimed at facilitating wider participation and greater transparency, and with a view to reducing tensions and difficulties. The central principle of this process was that the primary task of the nominations work would be given to regional groups of delegates during the assembly.

The main features of this alternative process are outlined below:

a) The member churches should be asked to identify names within their delegation who, in their opinion, should be considered for nomination;
b) A provisional core Nominations Committee, drawn from the delegates to the assembly, and appointed by the Executive Committee well in advance of the assembly (pending confirmation at the assembly), should decide on a

reasonable distribution of Central Committee seats among the regions, based on several accepted criteria such as the number of churches, Christian population, confessions represented, etc;

c) This core Nominations Committee should also decide on the number of delegates in each category (men an women, ordained and lay, youth, confessions, etc.) that each region should name in order to reach the desired percentages in the new Central Committee;
d) It should also determine a small number of seats that would not be allocated in the regions so that the Nominations Committee in its final work could redress any imbalances;
e) Sessions would be planned at the assembly for delegates to meet in regional groups and agree among themselves on how to fill the quota assigned to them. The names suggested by the churches would be shared with the regional groups.
f) Regions may use identical processes or different processes to prepare their lists. They may form their own nominations committee, or agree on an allocation based on nations, sub-regions, confessions, etc., or may proceed with a secret ballot based on categories (cf. election of the Executive Committee at Canberra). The emphasis would be on transparency, participation and quiet negotiations to arrive at any agreed regional list;
g) The Orthodox delegates would also need to agree on the regional, gender and youth distribution of the seats allocated to them, and coordinate with the regional processes;
h) The Nominations Committee would then have the responsibility of putting the list together and making adjustments and additions to complete the task. The work done in the regional groups should not be challenged by the Nominations Committee or the assembly as a whole if the regions have acted according to the criteria set for them;
i) An agreed list would then be presented to the assembly for its approval.
j) The pre-assembly regional preparatory meetings may be used to explain the process and discuss the various options available to arrive at the list at the assembly. Negotiations could already begin at these meetings and after them, before final action is taken at the regional meetings in the assembly itself.

The Sub-committee further **recommended** and the Executive **agreed** that staff be asked to bring to its next meeting a reflection paper on the functions and role of the Presidents.

3. *Assembly Site*

The Sub-committee had given careful consideration to two documents giving details of possible sites for the Eighth Assembly. It was felt that the three sites

proposed all possessed advantages and each would merit the holding of the next WCC assembly. Although there was a clear preference among the Sub-committee members, it had decided to **recommend** that the full membership of the Executive Committee be invited to consider how the issue should be presented to the Central Committee.

The Executive however preferred to act on a clear recommendation from the Sub-committee. At a later session, Ms Ritchie reported that the Sub-committee recommended that the Executive Committee put the three proposed sites to the vote in order to bring only one suggestion to the Central Committee.

Dr Nababan asked how the proposal should be submitted to Central Committee if the Executive were to agree on one site? Should Central Committee not have the possibility of discussing all three sites and making its own decision? Ms Ritchie responded that the Executive could express its preference but engage Central Committee in the final decision.

The General Secretary pointed out that the Central Committee expected some guidance in its choice of site, but it should be enabled to understand the process gone through by the Executive in deciding its preference. It should also be enabled to see the advantages and disadvantages of at least the three short-listed sites, and be aware of the fact that for the first time there were two invitations from Orthodox member churches to hold an assembly in their country.

The Executive Committee **voted in favour** of proposing one site to the Central Committee. In a secret ballot, there were 17 votes in favour of Harare, 4 for Bucharest and 1 for Amsterdam.

4. *Responsibilities of Central and Executive Committees, Assembly Planning Committee and Assembly Worship Committee in the preparation of the Assembly*

The Sub-committee **recommended** that the following distribution of responsibilities be adopted and used as a basis for assembly preparation:

The **Central Committee** has overall responsibility for assembly planning, but appoints a sub-committee from among its members - the Assembly Planning Committee (APC) - to do the detailed work.

The Central Committee also appoints an Assembly Worship Committee (AWC), composed of persons with the necessary skills in worship to prepare

the worship aspects of the assembly. Its members need not necessarily be members of Central Committee.

Nearer the time of the assembly, the Central Committee will appoint a Nominations Preparation Committee (NPC) from among the delegates already appointed to the Eighth Assembly by the churches. This Committee will do advance work for the Nominations Committee (which will be appointed by the assembly early in its deliberations) to help the process of nominations for the new Presidium and Central Committee.

In the interval between meetings of Central Committee, the **Executive Committee** will receive reports of the work of the APC, as well as of the AWC, and will provide guidance and comment. It will take actions necessary to facilitate the work of these committees in the period until the next meeting of Central Committee.

The **Executive Committee** will be responsible specifically for:

- matters regarding the allocation of seats in the period after the last meeting of Central Committee preceding the assembly;
- invitations to categories of participants other than delegates;
- the business of the assembly, details of the work of assembly committees, and details of the internal processes of the assembly;
- matters relating to practical arrangements;
- budget and finances related to the assembly;
- other matters referred to it by the Central Committee.

The Moderator of the APC will serve as a consultant to and attend the meetings of the Executive Committee that deal with assembly matters.

The **Assembly Planning Committee (APC)** is responsible for the following matters, and makes reports and recommendations on them to the Central and Executive Committees for their approval:

- the assembly theme and its development;
- preparation of the member churches;
- the worship life of the assembly, including the principle leaders of worship at the assembly;
- shape, style and dynamics of the assembly;
- programme structure and content;
- major speakers and other leadership;
- participation and balances of representation;

- pre-assembly meetings;
- Visitors' Programme;
- publications.

The APC receives reports on the work of the AWC which functions as its sub-committee for the purpose of planning the worship life of the assembly. The Moderator of the AWC serves as an ex-officio member of the APC and shares fully in its work.

The APC will also be kept informed of the other assembly-related matters which might have a bearing on its work.

The **Assembly Worship Committee (AWC)** is responsible for designing, preparing and implementing the worship life of the assembly as agreed by the APC and approved by the Central and Executive Committees. Its work includes:

- overall planning of the assembly worship and its integration with the rest of the assembly programme;
- animation of worship, ensuring that all traditions of the churches are respected and that creativity is encouraged;
- preparation of worship resources for use during the period leading up to the assembly;
- preparation of the specific worship events, and the surrounding worship life at the assembly;
- preparation of the Worship Book (if it is decided to have one).

The AWC will report to the APC and will help in the preparation of the APC's reports to the Central and Executive Committees on worship aspects of the assembly.
The Moderator of the AWC will be an adviser at meetings of Central Committee and may be invited to meetings of the Executive Committee when required.

The Executive Committee **approved** this allocation of responsibilities, and forwarded it to the Central Committee for information.

Note: The item regarding Allocation of Seats appears under the Report of the Staffing and Nominations Sub-committee (page 26)

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B. Bossey Review Group

The Sub-committee had received the final report of the Bossey Review Group and endorsed its key recommendation to establish a Board for Bossey. The Board members were requested to study the report of the Review Group and to implement its recommendations.

The Executive Committee **received** the report of the Bossey Review Group and forwarded it to the Committee on Unit I and thence to the Bossey Board for consideration and action. (see also p. 23 of these minutes).

8. REPORT OF STAFFING AND NOMINATIONS SUB-COMMITTEE

A. Staffing Matters

In a closed session, Dr Nababan presented the Staffing Report. On recommendation of the Sub-committee, the Executive **recommended** that Central Committee authorise the General Secretary to proceed with the following appointments and contract extension, the legal obligations of the World Council of Churches to be binding only as from the actual signing by both parties of the corresponding contracts or contract extensions.

1) Appointments (Central Committee)

UNIT I

- Rev. Thomas Fitzgerald (USA, Orthodox/Ecumenical Patriarchate [Eastern]), as Executive Director for four years from an agreed date.

- Rev. Alan Falconer (UK, Church of Scotland [Reformed]), as Director, Faith and Order, for four years from an agreed date.

2) Contract Extension (Central Committee)

GENERAL SECRETARIAT

- Rev. Michael Davies (UK, United Reformed Church in the UK), as Assistant General Secretary for Finance and Administration, for three years from 1 September 1995 (will complete 8 years' service).

The Executive Committee **authorised** the General Secretary to proceed with the following appointments and contract extensions, the legal obligations of the World Council of Churches to be binding only as from the actual signing by both parties

of the corresponding contracts or contract extensions. (Text approved by Central Committee, Geneva, January 1987.)

3) Appointments

UNIT I

- Ms Evelyn Appiah (Ghana, Methodist Church of Ghana), at present Programme Assistant, as Executive Secretary for Lay Participation for Inclusive Community for four years from an agreed date (will complete 26 years 4 months' service).

UNIT II

- Dr Ioan Sauca (Romania, Romanian Orthodox Church [Eastern]), as Executive Secretary for Orthodox Studies and Relationships in Mission for four years from an agreed date.

UNIT IV

- Ms Helene Moussa (Ethiopia/Canada, Coptic Orthodox Church [Oriental]), as Executive Secretary for Refugees for three years from an agreed date.

GENERAL SECRETARIAT

- Ms Carole Anderson (Australia, Uniting Church in Australia), as Executive Secretary for the Eighth Assembly Office for four years from an agreed date.

4) Contract Extensions

All contract extensions listed below are for three years unless otherwise stated:

UNIT I

- Mr John McVie (UK, Church of Scotland), Finance Officer, from 1 April 1995 (will complete 17 years' service).
- Dr Beate Stierle (FRG, EKiD - Evangelical Lutheran Church of Hanover), Tutor/Executive Secretary, from 1 September 1995 (will complete 7 years' service).

UNIT III

- Ms Aruna Gnanadason (India, Church of South India), Executive Secretary, Women, from 1 June 1995 (will complete 7 years' service)

UNIT IV

- Mr Lalashowi Swai (Tanzania, Evangelical Lutheran Church in Tanzania), Executive Secretary for Africa, for **one year** from 1 March 1995 (will complete 16 years' service) (early retirement).

GENERAL SECRETARIAT

- Ms Margaret Reid (UK, Church of England [Anglican]) Finance Officer, from 1 April 1995 (will complete 8 years 7 months' service).

Office of Church and Ecumenical Relations

- Ms Jean Stromberg (USA, American Baptist Churches in the USA), Director, US Office, from 1 September 1995 (will complete 14 years' service).

Office on Inter-Religious Relations

- Dr Tarek Mitri (Lebanon, Greek Orthodox Patriarchate of Antioch and All the East [Eastern]), Executive Secretary, Christian-Muslim and Traditional Religions, from 1 May 1995 (will complete 7 years' service).

Central Services

- Ms Malle Niilus (Argentina, United Evangelical Lutheran Church), Director from 1 May 1995 (will complete 15 years 6 months' service)

Library

- Mr Pierre Beffa (Switzerland, Roman Catholic Church), Director, from 1 September 1995 (will complete 32 years' 2 months' service).

Computer Information Services

- Mr Armand Laurent (Switzerland, Swiss Protestant Church Federation), Supervisor, from 1 March 1995 (will complete 21 years' service).

5) Vacancies

UNIT I

Tutor/Executive Secretary

UNIT II

Executive Secretary, Education for Mission

UNIT III

Executive Secretary: International Affairs

Executive Secretary: Economy, Ecology and Sustainable Society

GENERAL SECRETARIAT: Office of the General Secretary

Deputy General Secretary

Finance

Supervisor, Accounting Services

The Executive Committee **agreed** to give power to the Officers to fill urgent vacancies that must be filled prior to its next meeting.

INFORMATION

1) Appointment by Officers

Department of Communication

- Mr Stephen Brown (UK, United Reformed Church in the UK), as ENS Editor for four years from 1 March 1994.

2) Arrivals

It was reported that the following staff members would take up, or had taken up, their appointments on the dates indicated:

UNIT II

- Dr Rexford Asante (Ghana, Presbyterian Church of Ghana), Executive Secretary for Health and Healing, on 1 January 1994.
- Mr Daleep Mukarji (India, Church of North India), Executive Secretary for Urban Rural Mission, on 21 March 1994.

UNIT IV

- Ms Carol Abel (UK, Church of England [Anglican]), Executive Secretary for Europe, on 1 January 1994.

GENERAL SECRETARIAT

Department of Communication

- Mr Edmund Doogue (Ireland, Church of England [Anglican]), Journalist, ENS, on 1 January 1994.
- Mr Mark Halton (USA, Presbyterian Church [USA]), Magazine Editor, on 1 February 1994.
- Mr Stephen Brown (UK, United Reformed Church in the UK), ENS Editor, on 1 March 1994.

3) Departures

It was reported that the following staff members had left, or would shortly leave, the service of the World Council of Churches on the dates indicated:

UNIT I

- Rev. Dr Günther Gassmann (FRG, EKiD - Lutheran), Director, Faith and Order, on 31 August 1994 (will complete 10 years 8 months' service).

UNIT II

- Rev. Gerhard Linn (FRG, EKiD - United), Executive Secretary for/in Mission, on 31 August 1994 (will complete 8 years 1 month's service).

GENERAL SECRETARIAT

- Ms Mercy Oduyoye (Ghana, Methodist Church in Nigeria), Deputy General Secretary - Programme Coordination, on 31 August 1994 (will complete 7 years' service).

Finance

- Mr Chien Chun Wang (Republic of China (Taiwan), China Evangelical Lutheran Church), Supervisor, Accounting Services, on 30 September 1994 (will complete 22 years 1 month's service).

4) Consultants

a) It was reported that the following consultants had been appointed by the General Secretary since the last Executive Meeting in September 1993:

UNIT II

- Dr Eva Ombaka (Tanzania, Evangelical Lutheran Church in Tanzania), Technical Advisor on Pharmaceuticals for one year from 1 January 1994.

UNIT III

- Ms Donnalie Edwards (Antigua and Barbuda, Church of the Province of the West Indies [Anglican]) (Youth), for one year from 1 January 1994.
- Mr Rainer Lingscheid (FRG, Lutheran - EKiD), Consultant for International Affairs, New York, for two years from 1 April 1994.

UNIT IV

- Ms Margarita Banda (Argentina, Evangelical Methodist Church in Uruguay), ECLOF, for one year from 1 November 1993.
- Ms Pamela Greet (Australia, Anglican), African Drought Consultant, for one year from 1 January 1994.
- Mr Joel McClellan (USA, Presbyterian), Consultant for Refugees, for one year from 1 February 1994.

GENERAL SECRETARIAT

Computer Information Services

- Mr Robert Varga (Switzerland, Roman Catholic Church) for one year from 1 January 1994.

b) It was reported that the following Consultants would leave the service of the World Council of Churches on the dates indicated:

UNIT IV

- Ms Azieb Habtu (Ethiopia, Evangelical Lutheran Church), Consultant for African Refugees, on 28 February 1994 (will complete 6 months' service).
- Mr Miroslaw Matrenczyk (Poland, Orthodox Church in Poland), Round Table Consultant, Europe Desk, on 31 July 1994 (will complete 2 years 4 months' service).

B. Membership of Assembly Planning Committee (APC)

Dr Nababan presented the proposed list of membership. In order to improve the balances, the Sub-committee suggested the addition of a francophone African, and another Orthodox representative. With some changes, the list was approved for submission to the Central Committee. (See CC Minutes, January 1994, p.142).

C. Membership of Assembly Worship Committee (AWC)

Dr Nababan explained that, for previous assemblies, a Worship Committee had been named at an early stage, while music animators were added later on. It was felt wiser this time to include a team of music animators from the beginning to enable them to feel a part of the whole process.

With some additions, the proposed names were approved for submission to the Central Committee. Two persons were still being sought: a representative from the Pacific, and a person with Pentecostal/Charismatic background. (See CC minutes, January 1994, p.143).

D. Membership of Public Issues Committee

A number of changes were made to the proposed list before it was approved for submission to the Central Committee. (See CC minutes, January 1994, p.164).

E. Membership of Interim Bossey Board

The Bossey Review Group had made a number of recommendations regarding the work of the Ecumenical Institute, Bossey, including the following:

> *that an Interim Board be appointed (including members of the ETE Working Group) to advise, guide and support the Director and staff of Bossey until final conclusions about the structure are reached at the Central Committee meeting in 1995.*

The General Secretary pointed out that the By-Laws Committee was advocating the re-establishment of the Bossey Board. However, in view of continuing discussions about the location of Bossey within the WCC structure, it was suggested that the

members of the Board be appointed on an interim basis. After September 1995 the membership could either be confirmed or adjusted appropriately. This was **noted.**

F. Membership of Central Committee

Dr Nababan reported the resignation of Rev. Laau Tanielu (Congregational Christian Church of Samoa) who had moved to Aotearoa/New Zealand and could thus no longer represent his country on Central Committee. It was **agreed** to recommend the appointment of **Rev. Nove Valiaau** in Mr Tanielu's place, in accordance with the nomination by the Congregational Christian Church of Samoa.

G. Membership of Unit Commissions

On the recommendation of the Sub-committee, the Executive Committee **approved** the following appointments to Unit Commissions:

Unit I: Dr Anne Tveter (Church of Norway), replacing Ms Irja Askola (Evangelical-Lutheran Church of Finland

Unit II: Rev. Kenneth Fernando (Church of Sri Lanka), replacing Dr Daleep Mukarji (Church of North India)

Unit IV: Ms Mireya Baltodano (Methodist, Costa Rica), replacing Rev. Ana Langerak (Lutheran Church of Costa Rica).

H. Criteria for Membership

In recent discussions regarding applications for membership in the Council, questions have been raised which point to the need for an overall review of criteria for membership. These include the increasing number of smaller Protestant churches applying for membership; the question of the size of a church; the fact that some churches have "overseas dioceses" which are seeking membership; whether a church is a member of its respective national/regional council.

Secondly, efforts to strengthen relationships with Evangelical, Pentecostal and Independent Churches also call for more clarity with regard to membership. Some of these churches would be interested in relating to the WCC in ways other than full membership.

Dr Nababan reported that the Sub-committee had considered the issue of a review of criteria for membership, and **recommended** that:

- an ad-hoc staff group be set up after the 1994 Central Committee meeting;
- a first paper be prepared by the staff group for the Executive in September 1994 spelling out the issues, identifying the criteria which need revision, and offering some preliminary suggestions for the development of new criteria;
- the Executive Committee, at its September 1994 meeting, appoint a small ad-hoc group of Central Committee members to work on the basis of the staff paper and the comments made by the Executive Committee;
- two meetings of this group take place - in late 1994 and early 1995 - to prepare a report on the review for Central Committee in September 1995. The staff group would continue to function, preparing the meetings for the CC group and doing the necessary follow-up;
- the revised criteria be brought to Central Committee for approval in September 1995.

The General Secretary pointed out that this was simply the beginning of a procedure and as such it did not require authorisation by Central Committee.

Ms Rantakari asked whether such a review would include the question of responsibilities of membership in terms of financial contributions. Dr Tsetsis was concerned that the question of a church's acceptance of the WCC's Basis, as well as its aims and functions, should also be taken into account. The Moderator responded that these points would be tabled for the next meeting when the study paper is brought for consideration.

The Executive Committee **agreed** to this proposed procedure.

I. Application for Affiliation

Dr Nababan reported the Sub-committee's recommendation that the Executive Committee recommend that Central Committee accept the application for affiliation from the newly established **Christian Council of Sweden - Sveriges Kristna Rad (SKR)**. This replaces the former Swedish Ecumenical Council - which was an associate council of the WCC - and the Free Church Council.

The Executive Committee **agreed**.

J. Allocation of Seats for Delegates to the Eighth Assembly

Ms Ritchie explained that a paper prepared by a staff group was studied by the Sub-committee which noted among other points that the WCC Rules include basic provisions for determining the allocation of seats. For the Canberra Assembly, principles were developed to ensure adequate representation of churches which, while having their main see/headquarters in one country, include in their membership local churches in other countries or regions. This applies particularly to Orthodox, and to some Anglican and Methodist churches.

Several concerns expressed by members of Central Committee at its 1992 meeting were discussed, such as the importance of a fully participatory assembly, and the fact that many churches were able to send only one delegate. After studying the various proposals, and on the recommendation of the Sub-committee, the Executive Committee **agreed** to recommend to Central Committee the following guidelines as the basis for the allocation of seats at the Eighth Assembly:

a) the allocation of seats to member churches should reflect the realities of WCC membership (size, regions, confessions, diaspora membership, etc);
b) the heads of member churches should be invited to participate in the assembly as delegates of their churches;
c) in order to ensure an inclusive and balanced assembly, the following goals be established: women 50%, youth 25%, lay persons 50%, Orthodox 25%.
d) the total number of delegates (85% + 15%) should not significantly exceed 1000;
e) each member church should have a minimum of two delegates, with consequent adjustments for the size of delegations from very large churches;
f) the model used at Canberra for churches with significant membership in several countries and regions should (with suitable modifications) be used again;
g) all churches should seek to make their delegations inclusive and balanced.

The Executive Committee also **recommended** that:

- a detailed plan for the allocation of seats be presented to the next meetings of the Executive and Central Committees;
- this plan also include procedures for appointment of the 15% category of delegates;

- the implications of the plan for national and regional representation and the financial implications be spelled out.

Bishop Talbert stressed the point that no church should consider itself exempt from inclusiveness. This has happened in the past, and others have had to try to make up for the imbalances thus created, but this is no longer acceptable.

9. DATES OF FUTURE MEETINGS

The General Secretary indicated that an invitation had been received for the Executive Committee to meet in the Solomon Islands in 1996. Thanks were expressed to Bishop Boseto, who urged members to take the opportunity of meeting in the region to visit other areas of the Pacific. Secondly, an invitation had been received from the Church of Cyprus for the Executive and Central Committees to meet there in September 1996.

Dates were noted as follows, **exclusive** of arrival and departure dates:

14 - 19 September 1994, Executive Committee, Bucharest, Romania
plus visit to Moldavia, 20-22 September

7 - 13 February 1995, Executive Committee, Geneva
19 - 20 September 1995, Executive Committee, Nashville, Tenn. USA
21 - 29 September 1995, Central Committee, Nashville, Tenn. USA

6 - 10 March 1996, Executive Committee, Pacific
September 1996, Executive + Central Committees, Cyprus

10. CLOSING ACTIONS

Bishop Zacharias led the closing prayers.

The Moderator adjourned this meeting of the WCC Executive Committee at midday on Wednesday 19 January 1994.

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APPENDIX I

ATTENDANCE

Presidents:	Bishop Vinton Anderson
	Bishop Leslie Boseto
	Mrs Priyanka Mendis
	His Beatitude Patriarch Parthenios
	Rev. Eunice Santana
	His Holiness Pope Shenouda
	Dr Aaron Tolen
Officers:	Archbishop Aram Keshishian (Moderator)
	Ephorus Dr Soritua Nababan (Vice-Moderator)
	Pastora Nélida Ritchie (Vice-Moderator)
	Rev. Dr Konrad Raiser (General Secretary)
Members:	Ms Marion Best
	Mr John Briggs
	Metropolitan Daniel of Moldavia and Bukovina
	Ms Beatrice Danquah
	Ms Virginia Gcabashe
	Rt Rev. Drexel Gomez
	Rev. Dr Margot Kässmann
	Very Rev. Leonid Kishkovsky
	Ms Maryssa Mapanao-Camaddo
	Rt Rev. Dr J. Henry Okullu
	Ms Birgitta Rantakari
	Bishop Melvin G. Talbert
	Gr. Prot. Dr Georges Tsetsis
	Rt Rev. Dr Zacharias Mar Theophilos
Apologies:	Prof. Dr Anna-Marie Aagaard
	Metropolitan Kirill of Smolensk
	Rev. Sela Taufatofua-Manu
Guest:	Rev. Frank Chikane - SACC
Staff:	Rev. S. Wesley Ariarajah
	Ms Jeanne Becher

Rev. Myra Blyth
Prof. Ion Bria
Rev. Michael Davies
Rev. Dwain Epps
Ms Aruna Gnanadason
Mr Samuel Isaac
Rev. Samuel Kobia
Mr Jan Kok
Rev. Ana Langerak
Mr Georges Lemopoulos
Dr Jacques Nicole
Ms Mercy Amba Oduyoye
Rev. Ofelia Ortega
Rev. Clifford Payne
Rev. William Perkins
Rev. Hugh Pettingell
Mr Günter Rath
Dr Deborah Robinson
Rev. Carlos Sintado
Ms Jean Stiomberg

Minute-writer: Ms Rosemary Green

Administration: Ms Ursula Zierl

APPENDIX II

MEMBERSHIP OF SUB-COMMITTEES

Sub-committee on Staffing and Nominations

Ephorus Dr Soritua Nababan	Moderator
Ms Marion Best	
Mr John Briggs	
Ms Virginia Gcabashe	
Bishop Drexel Gomez	
Metr. Kirill of Smolensk	(absent)
His Beatitude Parthenios	

Sub-committee on Finance

Ms Birgitta Rantakari	Moderator
Prof. Anne-Marie Aagaard	(absent)
Bishop Vinton Anderson	
Very Rev. Leonid Kishkovsky	
Ms Maryssa Mapanao	
Bishop Henry Okullu	
Rev. Eunice Santana	
Bishop Melvin Talbert	

Sub-committee on Programme

Rev. Nélida Ritchie	Moderator
Bishop Leslie Boseto	
Metr. Daniel of Moldavia	
Ms Beatrice Danquah	
Dr Margot Kässmann	
Ms Priyanka Mendis	
H.H. Pope Shenouda	
Dr Aaron Tolen	
Dr Georges Tsetsis	
Bishop Zacharias Mar Theophilos	